



Force Shaping and the AFCT

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Navy Selection and Classification

Perform To Serve: Force Shaping Initiative



GOAL: Maximize combat and personnel readiness through force aligning of Navy requirements and manpower, by providing opportunity for growth and development, while retaining the best.

- **Act as a force shaping tool by leveling rating manning from overmanned to undermanned, and acts as a quality screening by controlling reenlistments**
 - Initially First Term
 - Ultimately applied to 2nd term
 - Applied to all ratings
- **Nature of program**
 - Centralized system with OPNAV-controlled quotas
 - Requires BUPERS authority to reenlist
 - Sailors may convert to undermanned rating
- **Long Term Force Shaping Tool**
 - Valuable for improving manning levels by rating
 - Gives Sailors a choice to move and increase advancement and professional opportunities.

AFCT



■ Armed Forces Classification Test (AFCT)

- Fleet version of ASVAB
- Same subtests

AR	MK	GS	PC	WK
CS	NO	AS	EI	MC
- Subtests combine to form classification composites
 - » AFQT
 - » Same qualifying scores as initial classification
- Used to re-assess qualifications
 - » Re-classification
 - » Gendet strikers

■ Fleet Re-test Data Analysis

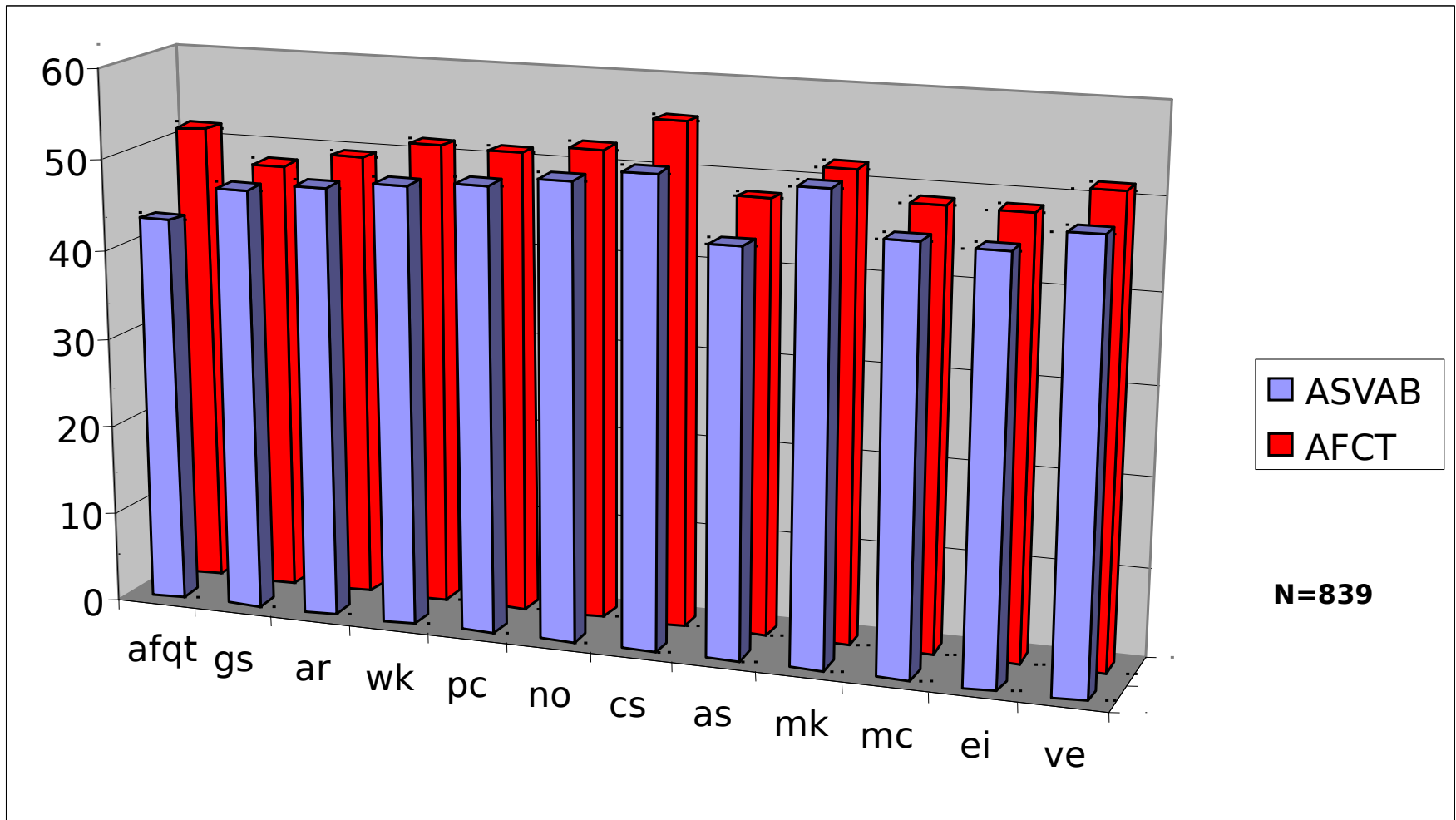
- Compared AFCT scores to accessions ASVAB scores

AFCT Score Analysis



- Results
 - » Test scores significantly improve between ASVAB and AFCT
 - True for all subtests and AFQT composite
 - Average AFQT increase 8 points
 - » Some individuals' scores increased dramatically on AFCT
 - » General trend of increasing scores over time
 - » Yielded substantially higher qualification rates
- **Supports current force-shaping under PTS**

Increase in Mean Scores



Classification Impact of Fleet Re-Tests



ASVAB

AFCT

Sailor	<u>Jobs</u>	<u>CREO 1</u> <u>Jobs</u>	<u>Jobs</u>	<u>CREO 1</u> <u>Jobs</u>
1	44	8	79	12
2	7	1	150	31
3	52	5	142	18
4	17	1	77	9
5	31	5	59	8

• Sailor 1: Average Sailor in sample

• Sailors 2 and 3: Dramatic increases

• Sailors 4 and 5: Functional skills courses

*Figures represent number of Accession Jobs qualified

Score Increases



■ Navy S&C investigating factors influencing score increases

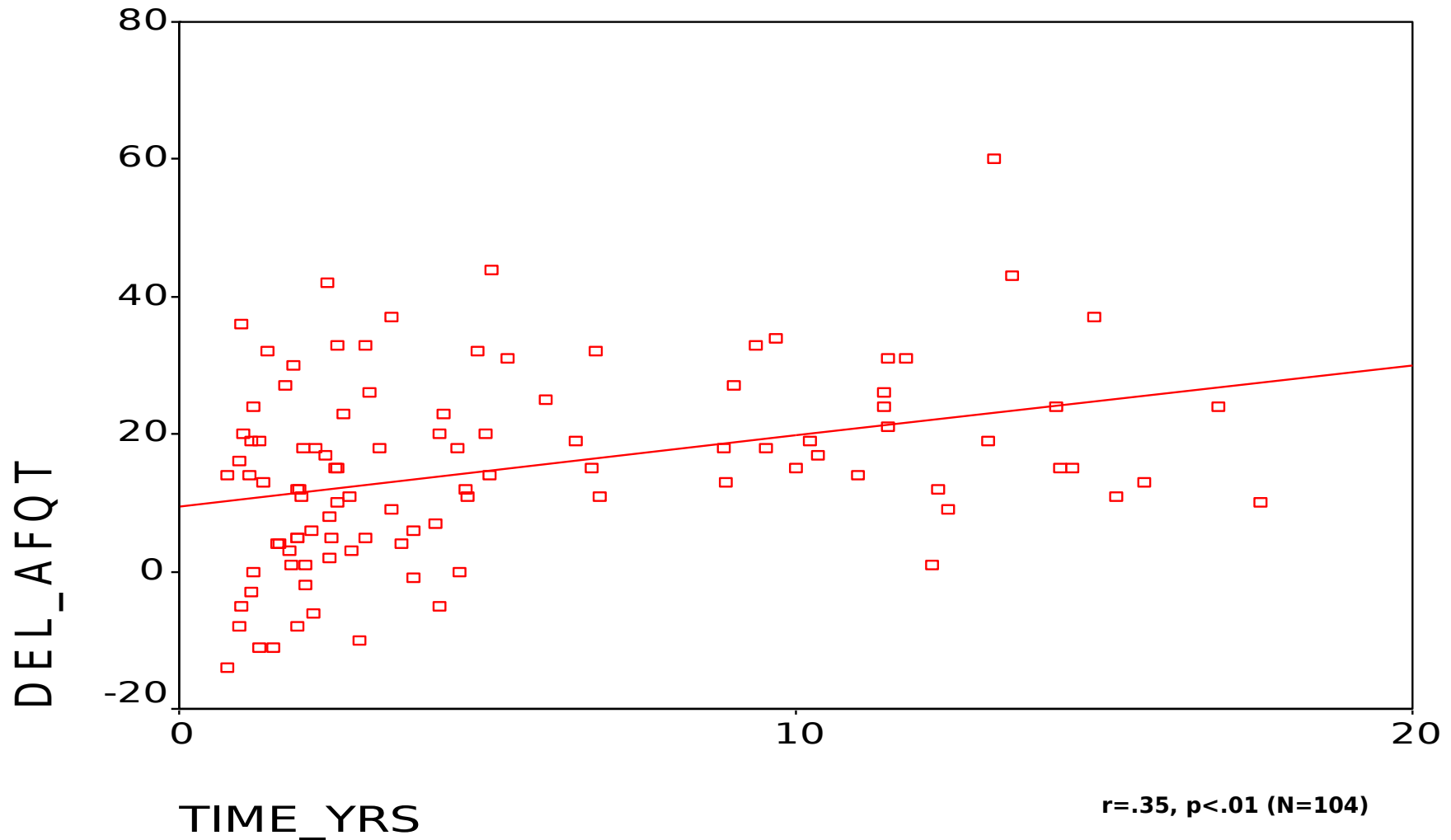
- Data
 - » 27, 040 PTS applicants
 - » 387 AFCTs
 - » 914 NCLC cases
- English as a second language (ESL) cases
 - » Not captured in corporate personnel systems - used foreign language skills as a proxy
 - » Sample
 - 40 cases
 - 68% language code Spanish-American
 - Paired with 40 randomly selected no foreign language cases paired on initial ASVAB AFQT
 - Compared change in ASVAB and AFCT AFQT
 - » Results
 - Foreign language sample had higher mean change in AFQT
 - T-test for mean differences not significant

Score Increases (cont'd)



- Technical Experience
 - » Compared rating groups on technical subtest score increases
 - **Electronics-oriented ratings on Electronics Information subtest**
 - **Mechanical-based ratings on Mechanical Comprehension subtest**
 - **Auto / Shop related ratings on Auto & Shop Information subtest**
 - » Compared with other rating groups on change in technical subtest scores
 - » Results
 - **Mean differences in score changes higher on technical subtests in corresponding rating**
 - **All t-tests not significant**
 - **Very limited sample sizes**

AFQT Change Over Time



Functional Skills Courses



■ PLATO

- **Computer-based, self-paced educational courses**
- **Pre-assessment for individually tailored instruction**
- **Focus on teaching basic academic skills (i.e., English, Reading, Math)**
- **Useful for AFCT preparation**
 - » **Certificate of completion meets policy reqs to take AFCT**
- **Locations**
 - » **Navy College Learning Centers**
 - **29 Conus**
 - **9 Oconus locations**
 - » **New contract to expand availability to fleet**

Navy College Learning Centers



Functional Skills Courses (cont'd)



■ Functional Skills Analysis

- Sample
 - » 29 functional skills cases gathered from NCLCs
 - » 29 control group cases matched by initial AFQT
- Results
 - » Higher mean difference on change in AFQT for functional skills group
 - » Significant t-test for mean differences between groups

AFCT Program



■ Managed by Navy S&C

- Governing policy
- AFCT “help desk”
 - » (703) 693-0188 or DSN 223-0188
 - » Email address (AFCTHelp@navy.mil)
- Procure / distribute testing supplies

AFCT Program (cont'd)



■ Guidance

- Qualifying scores (NAVADMIN 090/03)
- Authorized Testing Activities (MILPERSMAN 1200-050)
 - » PSAs/PSDs
 - » Deployed battle groups (MILPERSMAN 1236-010)
- Test-taker eligibility (MILPERSMAN 1236-010)
 - » One month since previous test
 - » Justification for re-testing (i.e., conversion)

AFCT Program (cont'd)



- » Sailor must have rationale for score improvement
 - Navy Academic Skills course or Functional Skills course
 - Completion of HS diploma or GED
 - Pass US citizenship test
 - Completing educational software course (i.e., PLATO)
 - Completing college or correspondence course
 - **NOT** Navy A or C schools, nor Navy correspondence courses for advancement
- Handling Test Materials (MILPERSMAN 1236-030)
 - » TCOs designated at each authorized activity
 - » Test security imperative

AFCT Program Goals



■ Expand testing availability

- PSDs
- Fleet

■ Ensure test security

- AFCT tracking database
- Score monitoring system

■ Facilitate score improvement

- Functional Skills working group to evaluate programs

■ Improve data capture

- Accommodate additional score fields
- Enhance data accuracy and record-keeping procedures